

Ethical Sourcing Policy

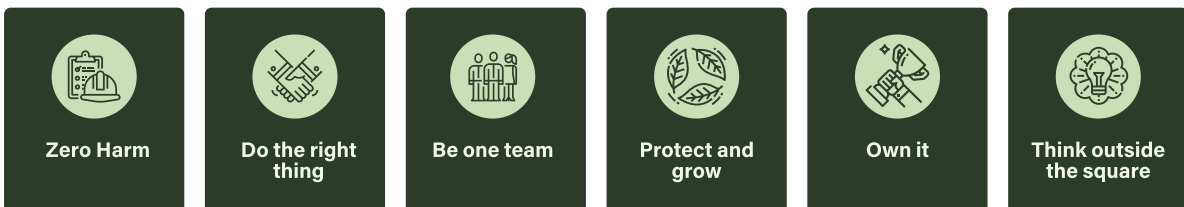
1. Purpose and Commitment

At Select Harvests Limited our commitment is to grow responsibly by protecting our people, planet, and product. We are committed to upholding high standards of integrity and trust in all our business dealings. This commitment is reflected in our Ethical Sourcing Policy, which outlines the values and standards we expect from our suppliers and partners.

By adhering to these principles, we ensure our business practices support the long-term success and sustainability of our operations. This approach helps us build strong, lasting relationships with our stakeholders and deliver on our shared goals.

2. Values

At Select Harvests, our values are more than words—they guide our behaviours, shape our culture, and underpin every decision we make. By consistently living these values, we foster a workplace built on trust, integrity, and mutual respect. This shared commitment is fundamental to our long-term success and sustainability as a business.



3. Scope of Policy

This policy applies to all divisions of Select Harvests and those engaged as part of our supply chain, including suppliers and third-party labour hire providers.

4. Policy Objective

The objective of our Ethical Sourcing Policy is to ensure that all parties involved in our supply chain operations are aligned with our values and commitments. We aim to foster an environment where ethical practices, respect for human rights, and environmental sustainability are prioritised. This Policy serves as a framework to guide our suppliers in adhering to the standards that are crucial for the integrity and success of our business. By implementing this Policy, we strive to build a responsible and resilient supply chain that supports the well-being of our people, protects our planet, and guarantees the quality of our products.

5. Ethical Sourcing

Select Harvests commits to responsible supply chain management by ensuring that all parties involved adhere to our values of integrity and trust. We prioritise ethical practices, human rights, and environmental sustainability, fostering a collaborative environment that supports the long-term success of our business and the well-being of our communities. Including (but not limited to):

- Respect human rights and safety.
- Produce safe food and protect the environment.
- Support responsible resource management and agriculture.
- Operate as a responsible community member.

6. Labour Standards

To uphold our commitments, Select Harvests standards align with both legal obligations and Select Harvests' core values. We focus on the following key areas to ensure ethical and responsible practices:

- Prohibit child and forced labour.
- Ensure fair wages, working hours, and safe conditions.
- Support freedom of association and non-discrimination.
- Provide grievance mechanisms and legal compliance.

7. Third-Party Labour Providers

To ensure that our labour standards are upheld, Select Harvests requires third-party labour providers (TPLPs) and contractors to adhere to strict guidelines that align with both legal obligations and the company's core values. We focus on the following key areas to guarantee ethical and responsible practices:

- Compliance with legal and policy requirements.
- Insurance coverage and proof of competence.
- Safe work practices and fair recruitment processes.
- Non-discrimination

8. Audits

Audits play a crucial role in verifying that our labour standards and ethical commitments are consistently met throughout the supply chain. Select Harvests conducts thorough assessments of both suppliers and TPLPs, which include regular and random audits. These audits examine compliance with legal and company policy requirements, review documentation and work practices, and verify fair payment as well as legal work rights of all employees. The audit process also incorporates checks on insurance coverage, proof of competence, and ensures that safe work practices and fair recruitment processes are implemented. By maintaining a robust audit schedule and methodology, Select Harvests reinforces accountability and transparency, promoting ongoing improvement and adherence to our ethical sourcing standards.

Our focus is on the following key areas to demonstrate ethical and responsible practices:

- Compliance with legal and our policy requirements.
- Insurance coverage and proof of compliance.
- Safe work practices and fair recruitment processes.
- Audits conducted to ensure compliance with ethical standards.
- Random audits of suppliers and TPLPs.
- Verification of fair payment and legal work rights.
- Review of documentation and practices.

Channels are available for reporting concerns confidentially:

- Report to Supervisor, HR, or via Whistleblower Policy.
- Anonymous reporting options provided.

9. Review and Updates

This policy was endorsed by the Sustainability Committee and approved by the Board on 30 September and replaces any previous version. It will be reviewed at least every three years, or earlier if required due to changes in legislation, business needs, or other relevant circumstances. Any amendments must be approved by the Board and will be communicated to employees as appropriate.

10. Authorisation and Approval

Document Name	Ethical Sourcing Policy
Document Manager	General Manager, People Safety and Sustainability
Document Department	People, Safety and Sustainability
Contact	people@selectharvests.com.au
Approval Authority	David Surveyor – Managing Director & CEO
Approval Signature	
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